

27 DEC 1958

Registered A.D.

Government of India
Ministry of Labour & Employment

....

No.LR.IV-19(3)/58.

Dated New Delhi, the 24th December, 1958.

From

Shri Teja Singh Sahai,
Deputy Secretary to the Government of India.

To

The General Secretary,
All-India Trade Union Congress,
4-Ashok Road,
New Delhi.

Subject:- Public Sector Conference.

...

Sir,

It has been decided to hold a conference of representatives of Central and State Governments and of labour organisations to consider certain matters concerning industrial labour employed in public sector undertakings which are run as limited companies or corporations, but excluding banks and insurance. The Conference will be held at New Delhi at 11 A.M. on the 21st January 1959. The place of the meeting will be intimated to you later.

2. The following two items will be discussed at the Conference:-

(1) Code of Discipline in Industry and principles for recognition of Trade Unions.

(2) Industrial Relations in the public sector undertakings. Memoranda on these subjects will follow.

3. It has been decided that the 4 all-India labour organisations will be represented at the Conference as follows:-

<u>Organisation.</u>	<u>No. of delegates.</u>
INTUC	4
HMS	2
AITUC	2
UTUC	1

Travelling Allowance will be paid by Government at the usual rates to the delegates, but if any organisation desires to bring an Adviser, the number of such Adviser will be limited to one each and at the expense of the Organisation concerned.

4. I am to request your Organisation to kindly intimate to this

Ministry at an early date the names of the Delegates/Adviser who will be attending the Conference.

Yours faithfully,

Tajh
mmsv
(Taja Singh Sahni.)
Deputy Secretary.

Bangalore,
25th December 1958. ✓

Dear Panditji,

Subject:- Campaign against Public Sector.

Your warning to the Country against the cry of "DEMOCRACY IN PERIL" and published in local dailies has been received by the public as a surprise. It is surprising because, you, an advocate of Socialistic Pattern of Society, a staunch supporter of Democracy, sitting at the highest pedestal of the Government of the Country, do not see eye to eye with the Common people of India. You want to 'fight poverty and raise the standard of living through widespread industrialisation side by side with the progress in agriculture.' About the Third Plan, you said that you are 'deliberately spreading your net rather wide and net of thought of consultation and cooperation.' You appeal to the Planning Forums to make the people give up their lethargic attitude and develop ways of cooperation.

WHO IS RESPONSIBLE FOR CREATING THIS STATE OF AFFAIRS IN THE COUNTRY?

The party in power is mainly responsible. The first two plans, it is the candid opinion of the people of the Country, were the plans for rehabilitation of the people of the party in power. The Third Plan is to build up the crumbling charriot of the Congress Party. To be brief, the Centre's political pressure put in day to day administration of the Country and the States dependence on the Centre in every respect have rendered the so called autonomy and independence a meaningless farce. The Country has achieved independence but the people, under the Congress Raj have not attained independence in their daily walks of life. The Constitutional Guarantees of freedom are more honoured in the breach than in observance. The States interference in every walk of life of the people of the Country, is leading to a totalitarian State promoting hatred and aversion to the Ruling Party. The ultimate results are people became lethargic and critical.

In Industrialisation of the Country, the Political influence plays a great part. In almost all the industries managed either by the State Government or by the Centre, Politics play a great part. To play this game of politics, several managerial appointments—nay— even small appointments are made on political considerations and political pressure. Ministerial influences play a very great part in Managerial appointments. To quote one instance, in Bangalore there are, besides several State owned industries, four major industries of the CENTRE. They are Hindustan Aircraft Limited, Hindustan Machine Tools limited, Bharat Electronics Limited and Indian Telephone Industries limited. In all these industries almost all the managerial appointments carrying high salaries have been made out of political pressure rather than on considerations for qualifications, experience or suitability for the job.

In Hindustan Machine Tools, at Jalahalli, which is a highly modernised factory, where there are hardly 2,800 employees, there is the post of a Personnel Manager on a high salary of Rs.600-1000. There are hardly 600 quarters and there is a post of Town Administrator on a high salary of Rs.1000-1500. In other Central Govt. factories there is no such post for the administration of the Town. In HMT, the post of Personnel Manager and Town Administrator have been combined and has been given to one person. The individual holding this joint post on a high salary is a political pressure put on the management of the company.

This incumbent is a ~~new~~ 3rd class graduate of the Mysore University, joined as a lower division clerk in the Government of Mysore. During Shri. K.C. Reddy's Ministry this incumbent, being related to Shri. K. Appaji Gowda of Viruduntham fame (shotting down 300 non-violent strugglers for freedom 1943), and a hater of Brahmins, was taken as Personnel Clerk to the Chief Minister, superseding several senior men in the cadre. On Shri. K.C. Reddy's elevation to the Centre, before Shri. K.Hanumanthiah took over the Ministry, this man was sent by the Reddy Ministry to America for specialised training in Public Administration at the cost of the public exchequer of the Mysore State. After about two years in America at the Public cost, on his return he could do nothing in the matter of suggesting any improvements in the Administrative machinery of the State. He was finally posted as Personal Assistant to the Chief Engineer, P.W.D.

Due to pressure and influence of the Production Minister, the former Personal clerk was forced upon the Management of the HMT as Personnel Manager, on Rs.600-1000. Subsequently, he was made the Personnel Manager-cum-Town Administrator on Rs.1000-1500. To be risen to such position, within a very short period, what extraordinary qualifications and experience this individual had in personnel Management and Town Administration, except that he had the backing of the former Chief Minister of Mysore, who later became the Production Minister of the Centre. If he was so efficient, why should the Government of Mysore relieve him after spending a good amount of the Public money and get Mr. Gorewally to the State for suggesting improvements in Administrative efficiency of the State. This individual has also the moral turpitude to file a Writ in the High Court of Mysore, against the Government of Mysore seeking the aid of Law to prevent the State Government from claiming the refund of the Public money spent on him for his specialised training in America. The writ is still pending and yet the individual continues to be occupying a responsible position of a Personnel Manager-cum-Town Administrator in an Industry owned by the Central Government, drawing a high salary. His writ petition has not yet been taken up by the High Court due to the political pressure tactics of the present Law Ministry of the State, in not getting the defence statement ready by the Law Department.

Above all, he was selected by the late Production Ministry to tour European Countries to study Labour participation in Industry. HMT was subsequently selected as an experimental measure, for introducing Labour participation in Management. The Joint Council of Management was inaugurated by the Dy. Minister Shri. Manubhai Shah. This incumbent, being the Personnel Manager-cum-Town Administrator, plays the role of a Whip and is reported to be working underground to undermine the successful working of the Joint Council. The Labour Union of the HMT have already issued a public notice, warning him about his activities.

Therefore, it is prayed that you as our Prime Minister, should cut this vicious circle, across and establish a policy, which will embrace men of diverse opinion and build a strong Nation. We also hope that you would take immediate steps to see that such persons cases are taken up and examined and a report made available to the public to create public confidence in the State Owned Undertakings.

Yours faithfully,

Srinivasa murthy

To
Shri. Jawaharlal Nehru,
Prime Minister of India,
Prime Minister's House,
New Delhi. 2.

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

President : S. B. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

No.175-A/59
January 2, 1959

Shri G. L. Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Sub: Public Sector Conference

Dear Sir,

I have seen your circular calling for the Public Sector Conference. The circular shows that almost all the Public Sector employees of importance are kept out of the scope of the Conference. You are inviting employees in those "public sector undertakings, which are run as limited companies or corporations, excluding banks and insurance."

Though we are not yet given the list of the invitees, one can see what it means. It means that the three factories in Bangalore, the Sindri Fertilisers in Bihar, the steel plants and one or two others may come in. As the steel plants are not yet built fully, these can hardly be discussed except for their contract and construction labour. The same is the case with public sector coal, if any as yet.

The problem of public sector employees was raised very forcefully at the Nainital Conference of 1952. In the present general tripartites, the P&T, the Defence and some others have been invited from time to time as observers. They all along have pleaded for their representation. And in Nainital in 1958, it was agreed that a separate Public Sector Tripartite Conference would be held.

The composition as now suggested does not keep this promise and in fact bypasses the most vital and overwhelming part of the public sector employees. Such a conference is totally unsatisfactory.

The AITUC requests that the Government keep its promise and call a conference of all the Public Sector employees including those in limited companies and corporations and without excluding banks and insurance. It should include Railways, Post and Telegraphs, Defence, Government employees in other fields as are covered by 4-A and 4-B rules, such as CPWD, Civil Aviation, Income-tax, etc., transport other than railways, and so on. The employees of concerns run by the States should also be included.

The present composition serves no purpose and is pure waste of time and money. Hence, this Conference should be abandoned for the present and a fuller Conference as suggested above should be called in the month of March this year.

L. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

Telephones : 48771
43414

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

page two

The agenda of the Conference also should be more comprehensive. The present agenda looks as if the employees are called for nothing else but observing Code of Discipline. There is not even a suggestion of such vital questions as their living and working conditions, their wages and their rights within the framework of public service and employment being given a thought in the conference. Such approach to the problem instead of enthusing the Public Sector workers is bound to dampen them.

The AITUC hopes the Government will revise their approach and really grapple with the problem in a more serious and comprehensive manner.

Yours faithfully,


(S.A.DANGE), M.P.,
General Secretary

Copy to: General Secretary, INTUC
" HMS
" UTUC

No.163/TC/58
January 2, 1959

General Secretary,
United Trade Union Congress,
Calcutta.

Dear Friend,

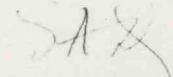
You are aware of Government's invitation regarding the Public Sector Conference called for 21st January 1959.

We have sent the accompanying letter to the Government, on this subject.

We should like to know if you consider the conference in its composition and agenda, a satisfactory one or you would approve of the changes we have suggested. If you do, would you write to Government and also let us know what your views are?

Thanking you,

Yours sincerely,


(S.A.DANGE), M.P.,
General Secretary

Encl:

No.164/TC/58
January 2, 1959

To

1. The National Federation of P&T Employees, New Delhi
2. All-India Railwaymen's Federation, Bombay
3. All-India Defence Employees Federation, Poona
4. All-India Bank Employees Association, New Delhi
5. All-India Insurance Employees Association, Calcutta.

Dear Friends,

We forward herewith copy of a letter addressed by us to the Minister for Labour and Employment, Government of India, in regard to the proposed Public Sector Conference.

We should like to know if you consider the conference in its composition and agenda a satisfactory one or you would approve of the changes we have suggested. If you do, would you write to Government and also let us know what your views are?

Thanking you,

Yours sincerely,


(S.A.DANGE), M.P.,
General Secretary

Encl:

Cable : "AITUCONG"

Telephones : 43771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU :
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

January 3, 1959

Dear Friends,

We forward herewith copy of a letter addressed by us to the Minister for Labour and Employment, Government of India, in regard to the proposed Public Sector Conference.

We should like to know if you consider the conference in its composition and agenda, a satisfactory one or you would approve of the changes we have suggested. If you do, would you write to Government and also let us know what your views are?

Thanking you,

Yours sincerely,

(K.G.Sriwastava)
Secretary

Encl:

HIND MAZDOOR SABHA

ALL-INDIA HEADQUARTERS

(AFFILIATED TO INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS)

Servants of India Society's Home.
Vallabhbhai Patel Road, Bombay 4 (INDIA)

Ref. 8/A/59

January 3, 1959.

The Deputy Secretary to the Government
of India,
Ministry of Labour and Employment,
New Delhi.

Attention : Shri Teja Singh Sabni

Sir,

Re: Public Sector Conference

This has reference to your letter No. LR.IV-19(3)/58 of 24th December 1958, the contents of which we have noted.

We would like to have some further clarification from the Ministry regarding the scope of the Conference. It is not clear whether the words 'public sector undertakings which are run as limited companies or corporations but excluding banks and insurance' exclude undertakings like Railways, Post and Telegraph, Defence Ministry's civilian employees, and similar employments under the State Governments and Local Bodies. If these are excluded we fear that the scope of the Conference will be seriously narrowed down and its usefulness minimised.

We are also not aware of the grounds on which Banks and Insurance are sought to be excluded. From the various observations made by the Hon'ble Minister for Labour and Employment from time to time, we had been led to believe that the proposed Conference would be on the broadest possible basis so as to cover the public sector as a whole.

We would, further, like to know whether the quota of one adviser permitted is per delegate or per organisation.

An early reply will oblige.

Thanking you,

Yours faithfully,

Bagaram Tulpule
General Secretary

7 JAN 1959

PHONE : POONA 3200

PRESIDENT : DR. (Mrs.) MAITREYI BOSE

GENERAL SECRETARY : S. M. JOSHI

ORGANIZING SECRETARIES : C. B. L. TRIVARI

OMPRAKASH GAUR

R. B. MATHUR

A. LAXMINARAYAN

VICE PRESIDENTS : S. M. BANERJEE

JOINT SECRETARIES : S. N. BISWAS

K. G. SHRIVASTAV

P. L. MANKAR

DEVEN SEN

R. A. RAI

TREASURER : D. LOBO

ALL INDIA DEFENCE EMPLOYEES FEDERATION

70 MARKET ROAD, KIRKEE, POONA 3.

To

No. 1001/III/2.

Dated the 5th Jan'59.

The Secretary,
Government of India,
Ministry of Labour & Employment,
NEW DELHI.

Subject:- TRIPARTITE CONFERENCE FOR PUBLIC SECTOR.

Sir,

I have the honour to invite your attention to your letter No. 13-168(5)/58 dated the 29th Aug 58 on above subject and to state that this Federation feel extremely sorry to learn that no invitation has been extended to us for the proposed conference scheduled to be held on 21st Jan 59.

2. We understand that the Government have decided to confine the scope of this conference to the corporations and the industrial concerns in the public sector, which are run as limited companies. This decision, in the opinion of this Federation, amounts to definite deviation from the promise given by the Hon. Labour Minister at the 16th Labour Conference held at Bunital, which was attended among other representatives of the organization of public employees, by an observer delegate of this Federation. Since this conference, we were anxiously looking forward to the public sector conference with a great hope. But the Government's decision to limit it's scope, we are sorry to say, has shattered all our hopes.

3. We are naturally unaware of the reasons which prompted the Govt. to effect such a major shift in their policy. We also do not know as to whether the Government is going to call a separate conference for the public employees like ours who come under the direct control of the Government. But considering the fact that the announcement to call a separate conference for public employees was made by the Hon. Labour Minister in reply to our demand to follow one set of principles for all sectors and bring an end to the existing disparity between the public and private sectors, any further bifurcation between public corporations and public employees cannot be justified at all.

4. This Federation hope that the Government would give their serious consideration to the points mentioned above and change their decision so as to meet the popular demand of all public employees.

Yours faithfully

P. L. Mankar

(P. L. MANKAR) .

JOINT SECRETARY .

AIR CORPORATIONS EMPLOYEES' UNION

CENTRAL OFFICE :
BOMBAY AIR PORT
SANTA CRUZ (EAST)
BOMBAY 29.

Ref. No. CO/GEN/GM/59-1813.

Dated 5th January 1959.

Shri G.L. Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Public Sector Conference.

Dear Sir,

We understand that the Government proposes to call a Conference of employees in the Public Sector undertakings, We welcome such a Conference and we would like to participate in such a Conference. We shall feel thankful if you please let us know the business going to be transacted at such a Conference.

2. In the meantime, we would request consideration of some of the points raised by us concerning the Conference which we state below:

a. It has been our experience in the Air Corporations, viz. Indian Airlines and Air-India International, that though the two Air Corporations are in Public Sector and are to operate on business principles, as far as possible we find the Administration very reluctant to decide on matters like Wages, and Service Conditions quite independently and the reason given is that the Corporations would be embarrassing the Central Government if its policies on Wages, Dearness Allowance and other Service terms do not conform to those of the Government. It would be therefore necessary to bring to the Conference (in addition to those already invited) not only the employees of Air Corporations but also those employed in all the undertakings and establishments under the Ministry of Transport & Communications, Railways, Finance, Commerce and Industries particularly.

b. Employees of undertakings connected with Air and surface transport industries, a.g. Hindusthan Aircraft (Private) Limited, and Road Transport undertakings of State Governments should also participate in such a Conference.

c. Employees of all undertakings and establishments connected with Engineering Industry should also be invited to attend such a Conference if not already done.

...2.

Page - 2 -

d. We find from our experience in the Air Corporations that the employers are not serious to expeditiously settle grievances or to immediate administrative steps to give effect to the decisions reached with the Union. Very often such delay leads to Industrial Unrest. Against this background it becomes increasingly difficult to comply with the obligations cast by the Code of Discipline only by the Union. Some positive steps should have to be evolved to remedy the existing unsatisfactory position as a result of the unhelpful attitude of the employers.

e. In respect of Service Terms common to the employees in Public Sector, there should be uniformity in enforcing a progressive conditions of Service which may be prevalent as a result of collective bargaining or otherwise in any unit.

3. These are some of our points and we hope the same would receive your favourable consideration.

Thanking you,

Yours faithfully,

K. R. S.
for General Secretary.

Copy forwarded for information to:-

1. The General Secretary,
Indian National Trade Union Congress,
17, Jan Path, New Delhi.
2. The General Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.
3. The General Secretary,
United Trade Union Congress,
64, Chittaranjan Avenue,
Calcutta 14.
4. The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road,
Bombay 4.

8 Jan 1959

THE NATIONAL FEDERATION OF P & T EMPLOYEES

P & T HOUSE,
9, PUSA ROAD,

No. F/18(XVI-ILC)

New Delhi, the 6th January, 1959

To

Shri G.L. Nanda,
Minister for Labour & Employment,
Government of India,
New Delhi.

Dear Sir,

Referring to the correspondence ending with your office letter No. LR-IV-19(1)/58 dated 6-10-58 intimating that preliminaries regarding holding of tripartite conference in public sector are being settled and that the conference will be held early, I am to say that it is learnt that you have issued a circular calling for public sector conference. It is further learnt that almost all the organisations of public sector employees of importance have been kept out of the conference. This is considered to be unfair.

I had myself occasion to raise the issue regarding holding of tripartite conference in public sector in the 16th Indian Labour Conference, where I was asked to attend as an observer, and you had the goodness to say that such a Conference would be arranged in which representatives of all organisations of Central Government Employees would be allowed to participate, especially in view of the fact that the right to go on strike as was admissible under the Trade Disputes Act has been snatched away by promulgation of amended Conduct Rules 4(a) and 4(b). If strike is to be out-lawed for the Plan period, it is necessary that a machinery should be set up for settling problems of the employees. The decision of such a machinery should be binding on both sides. The representations of the Unions on grievances in most cases are rejected. Therefore, only course left open for the workers for mitigating their hardships is to either go on strike or to have a tripartite agreement.

Besides, the extent of application of various trade union legislations, enactments and rules to the employees in the Public services has also to be determined through a joint conference of the interested parties.

The Conference without Posts and Telegraphs, Railways, Defence, C.P.W.D., Civil Aviation etc. will be a misnomer. I would, therefore, request you kindly to invite all recognised Unions and Federations in the public services, both industrial and non-industrial, to participate in the tripartite or bi-partite conference as the case may be. A copy of the circular letter reported to have already been circulated may kindly be issued to this Federation. I hope you will revise your decision if already arrived at and include all organisations as suggested above.

Yours faithfully,

Sd/-

(B.N. GHOSH),
SECRETARY GENERAL.

No.F/18(XVI-ILC). New Delhi, the 6th January, 1959.

Copy to the General Secretary, All India Trade Union Congress,
4 Ashoka Road, New Delhi.

B.N. Ghosh

(B.N. GHOSH)
SECRETARY-GENERAL

DEPT NVC 8
- 8 JAN 1959

Government of India
Ministry of Labour and Employment

No.LR.IV.19(3)/58. Dated New Delhi-2, the 7th January, 1959

From

Shri Teja Singh Sahni,
Deputy Secretary to the Government of India.

To

1) General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.

2) General Secretary,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.

3) General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay-4.

4) General Secretary,
United Trade Union Congress,
249, Bowbazar Street,
Calcutta-12.

*Copy also to -

Sri Sreekantan Nair,
C/O Kerala State
Committee of United
Trades Union Congress,
Quilon (Kerala).

(except J & K)
5) All State Governments/and Union Territory of Delhi.

Subject:- Public Sector Conference - venue.

Sir,

**for State
Governments.

I am directed to refer to this Ministry's letter/Express letter
No.LR.IV.19(3)/58, dated the 24th December 1958 and to say that the
Public Sector Conference mentioned therein will be held on the 21st
January 1959 at Vigyan Bhawan, King Edward Road, New Delhi.

[] Not to
U.T.U.C. and
to Governments
of West Bengal
and Bihar.

2. I am to request you to intimate the names of your delegates/
advisers at an early date.

Yours faithfully,

Teja Singh Sahni
(Teja Singh Sahni)
Deputy Secretary

Copy forwarded in continuation of Shri P.M.Menon's d.o.No.
LR.IV.19(1)/58, dated the 26th December 1958 to -

Departments of Mines & Fuel/Iron & Steel/Transport/
Communications.
Ministries of Commerce & Industry/Finance (E.A.Deptt.)/Works,
Housing & Supply/Defence/Home Affairs/Irrigation
& Power.

Copy for information to:-

- 1) The Chief Secretary to the Govt. of Jammu & Kashmir, Srinagar.
- 2) Chief Labour Commissioner (Central), New Delhi.
- 3) Press Information Bureau, New Delhi (Shri S.Kumar Dev).

Teja Singh Sahni
(Teja Singh Sahni)
Deputy Secretary

Copy also forwarded to:-

LR-I, LR-II, LR-III, L.C., E&P & E&I Sections.

- 8 JAN 1959

Government of India
Ministry of Labour & Employment

No.LRIV.19(3)/58. Dated New Delhi-2, the 7th January 1959.

From

Shri Teja Singh Sahni,
Deputy Secretary to the Government of India.

To

1) General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.

2) General Secretary,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.

3) General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay-4.

4) General Secretary,
United Trade Union Congress,
249, Bowbazar Street, Calcutta-12.

5) All State Governments (except J&K) and Union Territory
of Delhi.

*Copy to -

Sri Sreekantan Nair,
C/O Kerala State
Committee of United
Trades Union Congress,
Quilon (Kerala).

Subject:- Public Sector Conference - Memorandum on items included
in the Agenda.

.....

Sir,

In continuation of this Ministry's letter No.LR-IV.19(3)/58,
dated the 7th January 1959, I am directed to forward herewith a copy
of the Memorandum on the following subject included in the Agenda
of the Conference, viz., 'Industrial Relations in the Public Sector
Undertakings'. A Memorandum on the other subject, viz. 'the Code
of Discipline in Industry and the principles for recognition of trade
unions' will be sent shortly.

Yours faithfully,

Teja Singh Sahni
(Teja Singh Sahni)
Deputy Secretary

Copy forwarded to -

Departments of Mines & Fuel/Iron & Steel/Transport/
Communications.

Ministries of Commerce & Industry/Finance (E.A.Deptt.)/Works,
Housing & Supply/Defence/Home Affairs/Irrigation
& Power.

Teja Singh Sahni
(Teja Singh Sahni)
Deputy Secretary

Copy also forwarded to -

- 1) Chief Secretary to the Government of Jammu & Kashmir, Srinagar.
- 2) Chief Labour Commissioner (Central), New Delhi.
- 3) Press Information Bureau, New Delhi (Shri S.Kumar Dev).

Teja Singh Sahni
(Teja Singh Sahni)
Deputy Secretary

Copy to - APS to LM/PS to DLM/PA to Parliament Secretary/PS to Secretary/
JS(G)/JS(E)/L.E.A, and LR-I/LR-II/LR-III/L.C./E&P/E&I
Sections.

MEMORANDUM

Industrial Relations in the Public Sector undertakings.

After Independence, there has been steady expansion of the public sector undertakings, which are run as companies or corporations. The number of such undertakings of the Centre, is at present 33 employing roughly $3\frac{1}{2}$ lakhs of work people. Even before the end of the Second Plan period, there may be further increases in the public sector as some of the big schemes are only gradually coming into fruition. The public sector is thus becoming a large employer and the maintenance of harmonious industrial relations in these undertakings is a matter of vital importance to the success and growth of this Sector.

2.1 The Industrial Disputes Act, 1947, which is the Central Act regulating the settlement of industrial disputes, applies to these public sector undertakings. The machinery prescribed by this enactment consists of (i) the Works Committee, at the unit level, (ii) the Conciliation officers appointed by the appropriate Governments, for mediating in and promoting the settlement of disputes and (iii) the adjudication authorities like Labour Courts, Tribunals and National Tribunals. Provision for Boards of Conciliation and Courts of Inquiry also exist.

2.2 Most of the Central Government undertakings in the public sector fall in the 'State sphere' for the purposes of this Act. This is to say, that where an industrial dispute arises the State Conciliation Officers intervene and try to effect a settlement. In case of failure of conciliation, the State Government orders adjudication, wherever necessary. Before, however, an adjudication is ordered, by an accepted convention, the State Government consults the Central Government in view of the repercussions that are likely to follow an award. In the Central sphere, the Chief Labour Commissioner's Organisation is the agency for undertaking conciliation and for the maintenance of cordial relations in the undertakings falling in his jurisdiction. Instances of adjudication granted during recent times relate to the disputes in the Hindustan Aircraft Limited, Indian Telephone Industries, Delhi Transport Limited, Hindustan Insecticides Limited, Indian Air Lines Corporation etc. These adjudications were ordered by the State Governments concerned after Prior consultation with the Central Government. In the case of the Coal Mining Industry which is in the Central sphere and where also there is public sector, adjudication was ordered by the Central Government.

In addition to the statutory authorities, a Standing Committee of representatives of the Ministries of the Government of India has also been functioning since August 1957 to consider steps for the speedy settlement of disputes occurring in the public sector undertakings of the Central Government.

2.3 But no imposed solution can be enduring and no sound labour-management relationship could be built up unless collective efforts are made to settle disputes. An essential requirement for the successful negotiation and settlement of dispute is the existence of a representative union in an establishment. The subject of recognition of unions is dealt with separately along with the code of Discipline in Industry.

2.4 In the evolution of bi-partite discussions the Works Committee offers a good basis. Although it is statutorily

obligatory on an employer to set up a Works Committee in an establishment employing 100 or more workmen, when ordered to do so by the appropriate Government, a recent study of their working by the Chief Labour Commissioner has revealed that these Committees have not been fully utilised. Some of the difficulties listed relate to inadequate appreciation on the part of managements and workmen's representatives of the scope and functions of these Committees, opposition of trade unions to such committees due to inter-union rivalry, etc. A sincere effort on the part of both sides to work this Committee will go a long way in removing many difficulties.

2.5 Apart from this Committee, for the discussion and resolution of disputes, a bi-partite Joint consultative machinery suited to the individual requirement of an establishment or groups of establishments may pave the way towards strengthening collective bargaining and the gradual elimination of reliance on compulsory arbitration or adjudication.

2.6 Another measure, which has great potential in the successful working of industrial democracy and in the promotion of good labour-management relationship is the "Workers participation in Management". It was in the 15th session of the Indian Labour Conference held in July 1957 that it was decided to initiate the scheme on voluntary basis in selected units and the progress was reviewed in the last (17th) session of the Standing Labour Committee held in September 1958. Five undertakings in the public sector, including the two central undertakings of Hindustan Machine Tools Limited and the Hindustan Insecticides Limited have so far introduced the scheme of workers participation in management. It is necessary to pursue this with greater vigour. This will need the active and friendly cooperation of both managements and labour.

2.7 In the maintenance of peace in industrial units, a well defined and adequate procedure for redressal of day-to-day grievances is an essential requisite and this subject of Grievance Procedure forms part of the Code of Discipline in Industry, which is being dealt with separately.

3. It is necessary to remember that public sector undertakings differ in an important respect from private undertakings. In the words of the Planning Commission "the profit motive and the exploitation of workers for private gain have no significance. The profits made are not intended for any individual or group of individuals but are extra wealth for the whole country". This realisation has to temper the demands which the public sector employees make on the undertakings.

4. The Conference may discuss the ways and means for developing labour relations in this vital sector.

10 JAN 1959

Government of India
Ministry of Labour and Employment

No.LR.IV.19(3)/I/58. Dated New Delhi-2, the

9 JAN 1959

From

Shri Teja Singh Sahni,
Deputy Secretary to the Government of India.

To

- 1) General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
- 2) General Secretary,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.
- 3) General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel, Road, Bombay-4.
- 4) General Secretary,
United Trade Union Congress,
249, Bowbazar Street,
Calcutta-12.
- 5) All State Governments (except J & K) and the Delhi
Administration.

*Copy also to -

Sri Sreekanth Nair,
C/O Kerala State
Committee of United
Trades Union Congress,
Quilon (Kerala).

Subject:- Public Sector Conference - Memorandum on the items in the agenda.

.....

Sir,

In continuation of this Ministry's letter No.LRIV.19(3)/58, dated the 7th January 1959, I am directed to enclose a copy of a memorandum on the second item included in the agenda, viz., 'The Code of Discipline in Industry and the criteria for recognition of trade unions'.

Yours faithfully,

(Teja Singh Sahni)
(Teja Singh Sahni)
Deputy Secretary

Copy forwarded to -

Departments of Mines & Fuel/Iron & Steel/Transport/Communications,
Ministries of Commerce & Industry/Finance (E.A.Deptt.)/Works,
Housing & Supply/Defence/Home Affairs/Irrigation
& Power/Shri G.Pande, Chairman, Hindustan Steel
(P) Ltd., Parliament Street, New Delhi.

Copy for information to:-

- 1) Chief Secretary to the Govt. of Jammu & Kashmir,
- 2) Chief Labour Commissioner (Central), New Delhi
- 3) Press Information Bureau, New Delhi (S)

Copy also distributed to:-

APS to L.M./PS to D.L.M./PA to
Secretary/JS(G)/JS(E)/L.E.A..

MEMORANDUM

Code of Discipline in Industry and the principles for
recognition of trade unions.

.....

A copy of the 'Code of Discipline in Industry' together with a copy of the 'Criteria for Recognition of Unions', as finally settled at the 16th session of the Indian Labour Conference is enclosed (Appendix I).

The same Conference approved of the 'Guiding Principles for a Grievance Procedure' as drafted by the Sub-Committee of the 15th Session of the Indian Labour Conference. A copy of these Principles and a copy of the Model Grievance Procedure as approved by the Sub-Committee at its meeting held on the 19th September 1958 are attached at Appendix II.

The Conference may approve ^{of} the application of the Code, the criteria for recognition of trade unions and the guiding principles regarding Grievance Procedure to the public sector undertakings run as companies and corporations.

I. TO MAINTAIN
DISCIPLINE
IN INDUSTRY
/both in public
and private
sectors/

there has to be (i) a just recognition by employers and workers of the rights and responsibilities of either party, as defined by the laws and agreements (including bipartite and tripartite agreements arrived at all levels from time to time) and (ii) a proper and willing discharge by either party of its obligations consequent on such recognition.

The Central and State Governments, on their part, will arrange to examine and set right any shortcomings in the machinery they constitute for the administration of labour laws.

To ensure better
Discipline in
Industry.

II. MANAGEMENT AND
UNION(S) AGREE

(i) that no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;

(ii) that the existing machinery for settlement of disputes should be utilised with the utmost expedition;

(iii) that there should be no strike or lockout without notice;

(iv) that affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes and grievances by mutual negotiation, conciliation and voluntary arbitration;

(v) that neither party will have recourse to (a) coercion, (b) intimidation, (c) victimisation or (d) go-slow;

(vi) that they will avoid (a) litigation, (b) sitdown and stay in strikes and (c) lock-outs;

(vii) that they will promote constructive co-operation between their representatives at all levels and as between workers themselves and abide by the spirit of agreements mutually entered into;

(viii) that they will establish, upon a mutually agreed basis, a grievance procedure which will ensure a speedy and full investigation leading to settlement;

(ix) that they will abide by various stages in the grievance procedure and take no arbitrary action which would by-pass this procedure and

(x) that they will educate the management personnel and workers regarding their obligations to each other.

III. MANAGEMENT
AGREE

(1) not to increase work-loads unless agreed upon or settled otherwise;

(ii) not to support or encourage any unfair labour practice such as (a) interference with the right of employees to enroll or continue as union members, (b) discrimination, restraint or coercion against any employee because of recognised activity of trade unions and (c) victimisation of any employee and abuse of authority in any form;

(iii) to take prompt action for (a) settlement of grievances and (b) implementation of settlements, awards, decisions and orders;

(iv) to display in conspicuous places in the undertaking the provisions of this Code in the local language (s);

(v) to distinguish between actions justifying immediate discharge and those where discharge must be preceded by a warning, reprimand, suspension or some other form of disciplinary action and to arrange that all such disciplinary action should be subject to an appeal through normal grievance procedure;

(vi) to take appropriate disciplinary action against its officers and members in cases where enquiries reveal that they were responsible for precipitate action by workers leading to indiscipline; and

(vii) to recognise the union in accordance with the criteria (Annexure I) evolved at the 16th Session of the Indian Labour Conference held in May, 1958.

IV. UNION(S)
AGREE

(i) not to engage in any form of physical duress;

(ii) not to permit demonstrations which are not peaceful and not to permit rowdyism in demonstration;

(iii) that their members will not engage or cause other employees to engage in any union activity during working hours, unless as provided for by law, agreement or practice;

(iv) to discourage unfair labour practices such as (a) negligence of duty, (b) careless operation, (c) damage to property, (d) interference with or disturbance to normal work and (e) insubordination;

(v) to take prompt action to implement awards, agreements, settlements and decisions;

(vi) to display in conspicuous places in the union offices, the provisions of this Code in the local language(s); and

(vii) to express disapproval and to take appropriate action against office-bearers and members for indulging in action against the spirit of this Code.

ANNEXURE I

CRITERIA FOR RECOGNITION OF UNIONS

1. Where there is more than one union, a union claiming recognition should have been functioning for at least one year after registration.

Where there is only one union, this condition would not apply.

2. The membership of the union should cover at least 15% of the workers in the establishment concerned. Membership would be counted only of those who had paid their subscriptions for at least three months during the period of six months immediately preceding the reckoning.

3. A union may claim to be recognised as a representative union for an industry in a local area if it has a membership of at least 25% of the workers of that industry in that area.

4. When a union has been recognised, there should be no change in its position for a period of two years.

5. Where there are several unions in an industry or establishment, the one with the largest membership should be recognised.

6. A representative union for an industry in an area should have the right to represent the workers in all the establishments in the industry, but if a union of workers in a particular establishment has a membership of 50 per cent or more of the workers of that establishment it should have the right to deal with matters of purely local interest such as, for instance, the handling of grievances pertaining to its own members. All other workers who are not members of that union might either operate through the representative Union for the industry or seek redress directly.

7. In the case of trade union federations which are not affiliated to any of the four central organisations of labour, the question of recognition would have to be dealt with separately.

8. Only unions which observed the Code of Discipline would be entitled to recognition.

A. Grievance Machinery

A Grievance Machinery will be required to be set up in each undertaking to administer the Grievance Procedure. The minimum requirements of such a machinery would be as follows, except where an established procedure is already working to the mutual satisfaction of either party. Even in the latter case, every effort shall be made to bring the procedure in conformity with the Guiding Principles.

For the purpose of constituting a fresh Grievance Machinery; workers in each department (and where a department is too small, in a group of departments) and each shift, shall elect, from amongst themselves and for a period of not less than one year at a time, departmental representatives and forward the list of persons so elected to the management. Where the union(s) in the undertaking are in a position to submit an agreed list of names, recourse to election may not be necessary. Similar is the case where Works Committees are functioning satisfactorily, since the works Committee member of a particular constituency shall act as the departmental representative. Correspondingly, the management shall designate the persons for each departments who shall be approached at the first stage and the departmental heads for handling grievances at the second stage. Two or three of the departmental representatives of workers and two or three departmental heads nominated by the management shall constitute the Grievance Committee, the composition of which is indicated in Appendix. In the case of appeals against discharges or dismissals, the management shall designate the authority to whom appeals could be made.

B. Grievance Procedure

While adaptations have to be made to meet special circumstances such as those obtaining in the Defence Undertakings, Railways, Plantations and also small undertakings employing few workmen the procedure normally envisaged in the handling of grievances should be as follows:

- 1) An aggrieved employee shall first present his grievance verbally in person to the officer designated by management for this purpose. An answer shall be given within 48 hours of the presentation of complaint.
- 2) If the worker is not satisfied with the decision of this officer or fails to receive an answer within the stipulated period, he shall, either in person or accompanied by his departmental representative, present his grievances to the Head of the Department designated by the Management for the purpose of handling grievances. (For this purpose, a fixed time shall be specified during which on any working day, an aggrieved worker could meet the departmental head for presentation of grievances). The Departmental Head shall give his answer within 3 days of the presentation of grievance. If action cannot be taken within that period, the reason for delay should be recorded.
- 3) If the decision of the Departmental Head is unsatisfactory, the aggrieved worker may request the forwarding of his grievance to the 'Grievance Committee' which shall make its recommendations to the Manager within 7 days of the Worker's request. If the recommendations cannot be made within this time-limit, the reason for such delay should be recorded. Unanimous recommendations of the Grievance Committee shall be implemented by the management. In the event of a difference of opinion among the members of the Grievance Committee, the views of the members along with the relevant papers shall be placed before the Manager for final decision. In either case, the final decision of the management shall be communicated to the workman concerned by the personnel Officer within 3 days from the receipt of the Grievance Committee's recommendations.
- 4) Should the decision from the Management be not forthcoming within the stipulated period or should it be unsatisfactory, the worker shall have the right to appeal to Management for a revision. In making this appeal, the worker, if he so desires, shall have the right to take a union official along with him to facilitate discussions with Management. Management shall communicate their decision within a week of the workman's revision petition.

5) If no agreement is still possible, the union and the management may refer the grievance to voluntary arbitration within a week of the receipt by the worker of Management's decision.

6. Where a worker has taken up a Grievance for redressal under this procedure, the formal Conciliation Machinery shall not intervene till all steps in the procedure are exhausted. A Grievance shall be presumed to assume the form of a dispute only when the final decision of the top management in respect of the Grievance is not acceptable to the worker.

7. If a grievance arises out of an order given by management, the said order shall be complied with before the workman concerned invokes the procedure laid down for redressal of grievance. If, however, there is a time lag between the issue of order and its compliance, the grievance procedure may immediately be invoked but the order nevertheless must be complied within the due date, even if all the steps in the grievance procedure have not been exhausted. It may however be advisable for the management to await the findings of Grievance procedure machinery.

8. Worker's representatives on the Grievance Committee shall have the right of access to any document connected with the inquiry maintained in the department and which may be necessary to understand the merit or otherwise of the workers' grievances. The management's representatives shall have the right, however, to refuse to show any document or give any information which they consider to be of a confidential nature. Such confidential document(s) shall not be used against the workmen in the course of the grievance proceedings.

9) There shall be a time-limit within which an appeal shall be taken from one step to the other. For this purpose, the aggrieved worker shall, within 72 hours of the receipt of the decision at one stage (or if no decision is received, on the expiry of the stipulated period), file his appeal with the authority at the next higher stage, should he feel inclined to appeal.

10) In calculating the various time intervals under the above clauses, holidays shall not be reckoned.

11) Management shall provide the necessary clerical and other assistance for the smooth functioning of the grievance machinery.

12) If it is necessary for any worker to leave the department during working hours on call from the Labour/Personnel Officer or any other officer of the established grievance machinery, previous permission of his superior shall necessarily be obtained. Subject to this condition, the worker shall not suffer any loss in wages for the work-time lost in this manner.

13) If, however, there be any complaint against any individual member of the staff, who is nominated by the management to handle grievances at the lowest level, the workman may take up his grievance at the next higher stage i.e., at the level of Departmental Head.

14) In the case of any grievance arising out of discharge or dismissal of a workman, the above-mentioned procedure shall not apply. Instead, a discharged or dismissed workman shall have the right to appeal either to the dismissing authority or to a senior authority who shall be specified by the management, within a week from the date of dismissal or discharge. At the time the appeal is heard, the workman may, if he so desires, be accompanied by either an official of the recognised union or a fellow worker, as the case may be.

.....

Guiding Principles for a Grievance Procedure

Existing labour legislation does not provide for a well-defined and adequate procedure for redressal of day-to-day grievances in industrial units. Clause 15 of the Model Standing Orders in Schedule I of the Industrial Employment (Standing Orders) Central Rules 1946 specifies that 'All complaints arising out of employment including those relating to unfair treatment or wrongful exaction on the part of the employer or his agent, shall be submitted to the manager or the other person specified in this behalf with the right of appeal to the employers'.

In some industrial units, however, detailed grievance procedures have been worked out by mutual agreement. In the absence of a satisfactory grievance procedure, day-to-day grievances are allowed to pile up with the result that the accumulated discontent culminates sometime or the other in cases of indiscipline, strikes, etc. In what follows, therefore, an attempt has been made to draw up Guiding Principles for a Grievance Procedure. It is realised that it may not be possible to apply all these principles in respect of each and every industrial unit. However, all units should endeavour to conform, as much as possible, to these principles.

Complaints affecting one or more individual workers in respect of their wage payments, over-time leave, transfer, promotion, seniority, work assignment, working conditions and interpretation of service agreement, dismissals and discharges would constitute grievances. Where the points at dispute are of general applicability or of considerable magnitude, they will fall outside the scope of this procedure.

A Grievance Procedure should take note of the following principles:-

(1) Conformity with existing legislation:-

A Grievance Procedure forms part of the integrated scheme intended to promote satisfactory relations between employers and workers. This procedure should be designed to supplement the existing statutory provisions and it may, where practicable, make use of such machinery as is already provided by legislation.

* In the case of defence undertakings, however, a special provision may have to be made.

The Grievance machinery can be availed of on the receipt by the worker of the order causing a grievance. The operation of the order, however, need not be held up till the grievance machinery is completely exhausted. Wherever possible, attempts should be made to complete the grievance procedure between the time the Order is passed and when it is acted upon.

2. Need to make the machinery simple and expeditious.

- (a) As far as possible, grievances should be settled at the lowest level.
- (b) No matter should ordinarily be taken up at more than two levels, i.e., normally there should be only one appeal.
- (c) Different types of grievances may be referred to appropriate authorities.
- (d) A grievance must be redressed as expeditiously as possible and towards this end, the employer, in consultation with the workers, should decide upon the time limit required for settling a grievance.

3. Designation of authorities:

The workmen must know the authorities to be approached and it should, therefore, be incumbent on the management to designate the authorities to be contacted at various levels.

It may be useful to classify grievances as those arising from personal relationship and others arising out of conditions of employment. In the former case, a grievance should be taken up, in the first instance, with the authority in the line management immediately above the officer against whom the complaint is made. Thereafter, the matter may go to the Grievance Committee comprising representatives of management and workers. The size and composition of the Committee shall be decided at the unit level (see Annexure).

Other grievances should be taken up, in the first instance, with the authority designated by the management. Thereafter, a reference may be made to the Grievance Committee.

Where the matter goes to the Grievance Committee in the first instance, an appeal shall lie with the top management.

ANNEXURE

CONSTITUTION OF GRIEVANCE COMMITTEE

(1) In the case where the Union is recognised

Two representatives of management plus a Union representative and the Union departmental representative of the Department in which the workmen concerned work.

(2) In the case where the Union is not recognised or there is no Union but there is a Works Committee.

Two representatives of management plus the representatives of the Department of the workman concerned on the Works Committee plus either the Secretary or Vice-President of the Works Committee (this is in case the Secretary of the Works Committee is also the workman's departmental representative).

It is suggested that in the case of the Management, their representatives should be the Departmental Head plus the official who dealt with the matter at the first stage, or the personnel officer should act as an adviser.

The size of the 'Grievance Committee' should be limited to a maximum of four to six; otherwise it becomes unwieldy.

PUBLIC SECTOR CONFERENCE.

(21ST JANUARY, 1959)

CENTRAL GOVERNMENT.

1. MINISTRY OF LABOUR & EMPLOYMENT.

1. Shri C.L.Nanda,
Union Minister for Labour & Employment
and Planning.
2. Shri Abid Ali,
Union Deputy Minister for Labour.
3. Shri P.M.Menon, I.C.S.,
Secretary.
4. Shri K.N.Subramanian, I.C.S.,
Joint Secretary.
5. Shri R.L.Mahta, I.A.S.,
Joint Secretary.
6. Shri B.N.Datar,
Labour and Employment Adviser.
7. Shri Teja Singh Sahni,
Deputy Secretary.
8. Shri S.P.Mukherjee, I. .S.,
Chief Labour Commissioner (Central).
9. Shri A.L.Handa,
Under Secretary.

II. OTHER MINISTRIES.

1. Shri N.P.Dube,
Housing Commissioner,
Ministry of Works , Housing and Supply.
2. Shri R.Ananda Krishna,
Deputy Secretary,
Ministry of Works, Housing and Supply.
3. Shri Cheddi Lal,
Deputy Secretary,
Department of Mines & Fuel.
4. Shri B.G.Rau, I.C.S.,
Joint Secretary,
Ministry of Defence.
5. Shri D.C.Das, I.C.S;,
Joint Secretary,
Department of Communications.
6. Shri G.D.Keshotrapal, IAS,
Deputy Secretary,
Irrigation and Power.
7. Shri M.N.Chakravarti,
Member, Railway Board.
8. Shri B.K.Kaul, I.C.S.,
Joint Secretary,
Ministry of Finance
Department of Economic Affairs.
9. Shri Nakul Sen, I.C.S.,
Joint Secretary,
Department of Transport.
10. Shri T.A.S.Balakrishnan, I.A.S.,
Deputy Secretary,
Ministry of Commerce & Industry.
11. Shri B.C.Mathur,
Deputy Secretary,
Department of Iron & Steel.
12. Shri V.Vishwanathan, I.C.S.,
Special Secretary,
Ministry of Home Affairs.

III. HEADS OF CENTRAL UNDERTAKINGS.

1. Shri S.D.Joshi,
Managing Director, National Instruments
Private Limited, Calcutta.
2. Shri S.T.Raja,
Managing Director,
Hindustan Antibiotics Ltd., Pimpri.
3. Shri M.K.Mathulla,
Managing Director,
Hindustan Machine Tools Ltd., Bangalore.
4. Shri S.S.Jaggia,
Managing Director,
Hindustan Insecticides Ltd., New Delhi.
5. Shri V.Nilakantan,
Managing Director,
Sindri Fertilizers' and Chemicals (Pr)Ltd.,
Sindhri.
6. Shri B.C.Mukherji, ICS,
Chairman and Managing Director,
Nangal Fertilizers & Chemicals (Pr)Nangal.
7. Shri S.Sarangapani,
Managing Director,
Heavy Electricals Pr.Ltd., Bhopal.
8. Shri C.H.Shukla,
General Manager,
Nahan Fountry (Pr) Ltd.
9. Shri S.F.Nallaseth,
General Manager,
Ashoka Hotels Ltd., New Delhi.
10. Shri R.P.Mhatre,
Manager,
Hindustan Housing Factory, New Delhi.
11. Shri T.N.Idnani,
General Manager,
Delhi Electricity Supply Undertaking.
12. Shri
Damodar Valley Corporation.
13. Shri
National Projects Construction Limited.
14. Shri G.Pande,
Chairman,
Hindustan Steel (P) Ltd.,
15. Shri M.G.Balasubramanian, IAS,
Deputy General Manager,
Neivali Lignite Corporation.
16. Shri
National Coal Development Corporation.
17. Shri
General Manager,
Orissa Mining Corporation.

18. Shri J.M. Shrinagesh,
Managing Director,
Indian Refineries Private Limited.
19. Shri K.N. Kaul, Chairman or Director, National
OR Mineral Development Corporation.
Shri N.B. Kashyap.
20. Air Vice Marshal
A.M. Engineer,
Managing Director, Hindustan Aircraft.
21. Shri B.V. Baliga,
Managing Director,
Bharat Electronics Limited.
22. Shri C.R. Reddy, IAS,
Managing Director,
Hindustan Shipyard.
23. Shri Jagdeesh Prasad,
Managing Director,
Indian Telephone Industries.
24. Shri B.R. Patel, I.C.S.,
General Manager, Air India International.
25. Air Commodore P.C. Lal,
General Manager,
Indian Airlines Corporation.
26. Shri
General Manager, "
Delhi Transport Undertaking.
27. Shri R.K. Mitra, I.C.S.,
Chairman
Calcutta Port Commissioners.
28. Shri L.T. Gholap, I.C.S.,
Chairman,
Bombay Port Trust.
29. Shri G. Venkataswara Iyer, I.C.S.,
Chairman,
Madras Port Trust.

IV. STATE GOVERNMENTS

Andhra Pradesh.

Assam Shri Biswadev Sarma,
Deputy Minister for Labour, Delegate.
Shri S.K. Mallick, ICS,
Secretary, Adviser.
Labour Department.

Bihar. Shri S.P. Pande, IAS,
Labour Commissioner. Delegate.

Bombay Shri Shantilal H. Shah,
Minister for Labour & Law. Delegate.
Shri S.E. Sukthankar, IAS,
Commissioner of Labour. Adviser.

Kerala. Shri A. Kunjukrishna Pillai, IAS,
Labour Commissioner. Delegate.

Madhya Pradesh.

Mysore. Shri K.R. Marudeva Gowda,
State Commissioner of Labour. Delegate.
Shri T. Shamana,
Director, Adviser
Industries & Commerce.

Orissa. Shri S.S. Parija,
Labour Commissioner cum
Chief Inspector of Factories. Delegate.

Punjab. Shri Amarnath Vidyalkar,
Labour & Education Minister. Delegate.
Shri Abhey Raj Singh,
Under Secretary, Adviser.
Labour Department.

Shri Harbans Raj Singh,
Labour Commissioner. Adviser

Rajasthan. Shri V.S. Sood,
General Manager, Delegate.
Sri Ganganagar Sugar Mills.

Shri N.K. Joshi,
Assistant Labour Commissioner. Adviser.

U. P. Shri S.P. Pande,
Deputy Secretary, Delegate.
Labour Department.

IV. STATE GOVERNMENTS(Contd)

<u>West Bengal.</u>	Shri Abdus Sattar, Labour Minister,	Delegate.
	Shri S.K.Banerji, IAS, Joint Secretary, Department of Labour.	Adviser.
<u>Delhi</u>	Dr. B. R. Seth, Director of Industries and Labour.	Delegate

V. HEADS OF STATE UNDERTAKINGS.

<u>Bombay.</u>	Shri C.N.Bagve, Chief Labour Officer, Bombay State Road Transport Corporation.	Adviser.
	Shri N. S. Merchant, Representative of Bombay State Electricity Board.	Adviser.
<u>U. P.</u>	Shri T.L.Mahendra, IAS, Director, Government Cement Factory, Churk.	Adviser.
	Shri D.S. Rathor, IAS, State Transport Commissioner.	Adviser.
	Shri K.C.Gupta, Chief Engineer, Rihand Dam & General Manager Kanpur Electric Supply Administration.	Adviser.

VI. WORKERS ORGANISATIONS
Indian National Trade Union Congress.

Shri G.Ramanujan,
President, INTUC, 3/66, Trichy Road,
Ramanathapuram, Coimbatore. Delegate

Shri Kali Mukherjee,
General Secretary,
INTUC-Bengal Branch,
3, Commercial Building,
23, Netaji Subhas Road, Calcutta. Delegate.

Shri Shiv Chandika,
General Secretary,
INTUC-Bihar Branch,
N.Road East, Jamshedpur. Delegate.

Shri K.B.Thimayya, B.A.B.L.,
General Secretary,
INTUC-Mysore Branch,
P.O. Robertsonpet,
Kolar Gold Field. Delegate.

Shri Kashinath Pande, MP,
President, INTUC-U.P, Branch,
Shanshah Manzil, Broodkhana,
Golaganj, Lucknow. Adviser

Shri Gangaram Tiwari,
General Secretary,
INTUC-M.P. Branch,
Shram Shivar, Snehlataganj,
Indore. Adviser.

Dr. G.S.Melkote, M.P.,
20, Appajappas Agrahar,
Chamarajpeth,
Bangalore. Adviser.

Shri N.K.Bhatt,
Assistant Secretary,
INTUC, 17, Janpath,
New Delhi. Adviser.

All India Trade Union Congress

Shri S.A. Dange,
General Secretary. Delegate.

Shri Shafiq Khan. Delegate.

Shri Govindarajan. Adviser.

Hind Mazdoor Sabha.

Shri Bagaram Tulpule,
General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay-4. Delegate.

Shri Dhuliswar Bastia,
Rourkela Mazdoor Sabha
P.O. Rourkela, Orissa. Delegate

Hind Mazdoor Sabha (Contd)

Shri K.A. Khan, Adviser
Transport and Dock Workers Union,
Nagindas Chambers, Carnac Bunder
Frere Road, Bombay-1

Shri D.D. Vasisht, Adviser
Hind Mazdoor Sabha, Delhi,
Sadiqi Building, Bara Hindu Rao,
Delhi.

United Trades Union Congress

Shri Sreekantan Nair, Delegate
President, U.T.U.C.,
C/O Kerala State Committee
of UTUC, Quilon.

Shri Jatin Chakravorty, MLA, Adviser.
Secretary, U.T.U.C. 249,
Bowbazar Street,
Calcutta.

XII. UNAFFILIATED INDIVIDUAL UNIONS

Hindustan Aircraft Employees' Association

Shri Louis,
President

Indian Telephone Industries Employees Union

Hindustan Machine Tools Employees' Association

Shri A.B. Bhattacharjee,
Secretary.

Delhi State Electricity Workers' Union

Central Power House Karamchari Union

Staff Association, Damodar Valley Corporation

Shri S.R. Sengupta,
General Secretary.

Hindustan Shipyard Labour Union

Hindustan Shipyard Staff Association

Bharat Electronics Employees' Union

Air Corporation Employees' Union.

APPENDIX

(Vide S.No. 10 of the Statement)

Statement showing the Central Government
Industrial Undertakings in each State
and Union Territory.

<u>Name of State</u>	<u>Name of the Industrial Undertaking</u>
Andhra Pradesh	Hindustan Shipyard
Assam	---
Bihar	Sindri Fertilisers & Chemicals 8 State Collieries (run by the National Coal Development Corporation).
Bombay	Hindustan Antibiotics Machine Tool Prototype Factory High Explosives Factory, Kirkee Ordnance Factory, Phusaval. Ammunition Factory, Kirkee Ordnance Factory, Ambernath. Ordnance Factory, Wadala. Thorium Uranium Plant. Uranium Metal Processing Plant.
Kerala	Travancore Minerals. Indian Rare Earths. Second D.D.T. Factory (to be run by Hindustan Insecticides).
Madhya Pradesh	Bhilai Steel Project. Heavy Electricals. 2 State Collieries (run by the National Coal Development Corporation.) Gun Carriage Factory, Jubbulpore Ordnance Factory, Khamaria. Ordnance Factory, Katni.
Madras.	Integral Coach Factory Neyveli Lignite Corporation. Cordite Factory, Aruvankadu.
Mysore	Indian Telephone Industries. Hindustan Aircraft. Hindustan Machine Tools. Bharat Electronics.
Orissa	2 State Collieries (run by the National Coal Development Corporation.) Rourkela Steel Project.
Punjab	Nangal Fertilisers and Chemicals.
Rajasthan	---
Uttar Pradesh	Harness and Saddlery Factory, Kanpur Ordnance Parachute Factory, Kanpur Clothing Factory, Shahjahanpur.

<u>Name of State</u>	<u>Name of the Industrial Undertaking</u>
Uttar Pradesh (contd.)	Ordnance Factory, Kanpur Small Arms Factory, Kanpur Ordnance Factory, Muradnagar. Ordnance Factory, Dehra Dun.
West Bengal	National Instruments (Private) Ltd. Chittaranjan Locomotive Works Hindustan Cables. Durgapur Steel Project. Metal and Steel Factory, Ishapur. Gun and Shell Factory, Cossipore. Rifle Factory, Ishapore.
Jammu & Kashmir	
<u>Union Territories:</u>	
Delhi	Hindustan Housing Factory Hindustan Insecticides.
Himachal Pradesh	Nahan Foundry.
Manipur	
Tripura)
The Andaman & Nicobar Islands:)
The Laccadiv, Minicoy and Amindive Islands.)

Telephone:
75530

HIND MAZDOOR SABHA

ALL-INDIA HEADQUARTERS

(Affiliated to International Confederation of Free Trade Unions)

Telegram:
HINDMAZDUR-BOMBAY

Servants of India Society's Home,
Sardar Patel Road, Bombay 4 (INDIA)

Ref. 31/59

January 7, 1958.

Brother S.A. Dange,
General Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Brother Dange,

I have to refer to your letter No. 162/TC/58, dated the 2nd instant and I have to inform you that we have already written to the Government of India about our views on the composition, agenda, etc. We are enclosing herewith a letter written by us on this subject to the Government.

We may state here that we do not consider the composition of the conference a satisfactory one. We do not think it necessary to write to you separately about our views on this subject as the accompanying letter will make the same clear to you.

Thanking you.

Yours fraternally,


Ram Desai
Secretary

- 9 JAN 1959

United Trades Union Congress

Central Office :
249, Bowbazar Street, Calcutta-12.
(FIRST FLOOR)

Ref. No. J/18/59

Calcutta, the 8th Jan. 1959.

President :

N. Srikantan Nair

Vice-Presidents :

Tridib Choudhuri, M. P.
Ranen Roy, M. L. C.
T. Paramanand
Nepal Bhattacharya
Hariban Singh
Mallikarjun Rao
Miss Sudha Roy

General Secretary :

Sisir Roy

Secretaries :

Jatin Chakravorty, M. L. A.
Bhupnath Dey
R. Ramanathan
Durga Bagchi

Treasurer :

Tara Das

Com. S.A. Dange, M.P.
General Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.

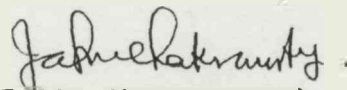
Dear Comrade,

Thanks for your letter No.163/TC/58 dated
the 2nd instant.

Please find enclosed a copy of the letter
we have addressed to Sri G. L. Nanda, Minister for Labour &
Employment expressing our views on the agenda of the Public
Sector Conference which will speak for itself.

A copy each has also been sent to INTUC
and HMS .

Yours faithfully,


(Jatin Chakravorty)
M.L.A.

Secretary.

9 JAN 1959

ALL INDIA RESERVE BANK EMPLOYEES' ASSOCIATION

President:
Dr. Gyan Chand
General Secretary:
A. S. R. Chari

C/O RESERVE BANK OF INDIA,

BOMBAY January 1959.

The Hon. Minister for Labour & Employment,
Government of India,
New Delhi.

Dear Sir,

Tripartite Conference on Public Sectors.

We understand that the Ministry of Labour will be convening shortly a Tripartite Conference of Central & State Governments' representatives and labour organisations to consider certain matters connected with labour employed in Public Sector undertakings which are run as limited companies or corporations, but excluding Banks and Insurance.

While we welcome this move as one which will help in developing better understanding between the Government and their employees for fulfilment of the tasks to which the nation is pledged. We have to bring to your notice that the exclusion of many of the public sector institutions like Railways, Posts & Telegraphs, Bank and Insurance and other Government departments or undertakings will hardly help to understand the problems of labour in the public sector, as these excluded corporation and departments are not only in existence for a long time, but employ large labour force in different categories who are drawn from different social strata. The limited companies run as public sector undertakings are on the other hand of comparatively recent growth, many of them still not having gone into production like steel plants.

We therefore urge upon you to expand the scope of the proposed conference by including those institutions which are now left out and to enlarge the agenda by inclusion of items such as wage policy, social security, welfare, housing and other amenities like education, medical aid etc.

Yours faithfully,

(Signature)
Assistant Secretary.

Copy forwarded for information to the Secretary, All-India Trade Union Conference, New Delhi, with reference to his letter dated the 3rd January 1959.

United Trades Union Congress

Central Office :

249, Bowbazar Street, Calcutta-12.

(FIRST FLOOR)

Ref. No. J/17/59

Calcutta, the 21st 1959.

President :

N. Srikantan Nair

Vice-Presidents :

Tridib Choudhuri, M. P.

Ranen Roy, M. L. C.

T. Paramanand

Nepal Bhattacharya

Hariban Singh

Mallikarjun Rao

Miss Sudha Roy

General Secretary :

Sisir Roy

Secretaries :

Jatin Chakravorty, M. L. A.

Bhadrath Dey

R. Ramanathan

Durga Bagehi

Treasurer :

Tara Das

Hon'ble Shri G.L. Nanda
Minister for Labour & Employment,
Government of India
New Delhi.

Subject : Public Sector Conference.

Dear Sir,

While it is gratifying to note that in accordance with the assurance given by you at the Nainital Labour Conference you have called a Conference of the representatives of the Central and State governments and Central labour organisations to consider certain matters concerning industrial labour employed in public sector undertakings which are run as limited companies or corporations, to be held in New Delhi on the 21st instant, We would very much like to submit the following points that have struck us in this connection for your consideration.

Firstly, the circular does not make it clear the full ambit of the conference and seems to suggest that only industrial undertakings engaged in production as state-owned limited companies or corporations would come within the scope of the said conference. We, however, feel that the Railways, P & T, Ordnance and Defence Production cover the major part of public sector employees and as such their representatives should be associated with the deliberations of the Conference.

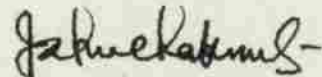
Secondly, we also feel that the agenda fixed for discussion is unduly restrictive. It gives an impression

2/---

that the main emphasis is on the Code of Discipline and industrial relations in the background. There are a number of important matters concerning the management and terms and conditions of services in these undertakings which are agitating the minds of the employees for the last few years. Industrial relations and code of discipline should be considered in the context of the workers' grievance in regard to these matters and the agenda should be recast accordingly and made more comprehensive.

Other points in this connection will be raised in the Conference by our President, Sri N. Srikantan Nair, who has been nominated as our delegate to the Conference.

Yours faithfully,



(JATIN CHAKRAVORTY)

Secretary.

TELEGRAM: BIMAKARMI, CALCUTTA

TELEPHONE: 24-1583

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION
9A, HARALAL DAS STREET, CALCUTTA 14.

JANUARY 9, 1959.

The General Secretary,
All India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

Dear Sir,

Re: Tripartite Conference for the
Public Sector.

We are in receipt of your letter No.164/TC/58 dated 2.1.1959 with the enclosure and have noted the contents. We feel, the composition of the Conference and the agenda fixed for discussion are disappointing and this would defeat, to a very large measure, the purpose of the Conference. We enclose herewith a copy of our letter dated 9.1.1959 addressed to Sri G.L.Nanda which would speak for itself. We are also sending copies of our letter under reference to the other three Central trade unions.

Thanking you,

Yours fraternally,

CBoe
GENERAL SECRETARY.

Enclo: 1.

JANUARY 9, 1959.

Shri Gulzari Lal Nanda,
Hon'ble Minister for Labour & Employment,
Government of India,
NEW DELHI.

Sir,

Re: Industrial Relations in the Public Sector.

We understand that the tripartite conference of Public Sector undertakings, as proposed in the 16th Indian Labour Conference, has been convened by you. We also understand that employees working in undertakings which are run as Corporations or Limited companies, excluding Bank and Insurance, have only been invited to the conference.

You will please recall that at the Mainital Conference the appropriateness and urgency of a separate conference to discuss the labour problems of all Public Sector undertakings were accepted and appreciated on all hands. Representatives of P. & T., Defence and Bank workers attended the Conference as observers. The composition of the conference as it now takes is, therefore, disappointing inasmuch as it would include only a few establishments and exclude a very large number of vital establishments.

You will please appreciate that with the steady expansion of the public sector which is sure to continue both in the remaining years of the 2nd plan period and the subsequent plans and with the great and welcome possibility of the public sector becoming the dominant part of our national economy, the question of labour relations in this sector has assumed greater importance than ever before.

We may in this connection state ^{the} specific case of the Life Insurance Corporation. It is much too well known that the L.I.C. can and should serve as one of the principal feeders of the public sector and strengthen the efforts of national reconstruction. Exclusion of such and like undertakings is, therefore, regrettable. As for the matters to be discussed in the conference, we feel that these along with the questions relating to workers' obligations and responsibilities, should also include questions of wages, conditions of service, amenities, etc.

We would, therefore, request you to invite all the public sector undertakings including the organizations of Central Government employees and to so revise the agenda as to bring in the urgent matters within the scope of the conference.

We would like to take this opportunity to refer to our letter dated 20.12.58 to which an acknowledgment dated 27.12.58 has only been received from the Deputy Secretary and to add that we hope that the All India Insur-

ance ...

INDIA INSURANCE EMPLOYEES' ASSOCIATION
9A HARALAL DAS STREET,
CALCUTTA-14.

Telephone : 24 156
Telegram : BMAKAKMI
Calcutta

(2)

ance Employees' Association which represents about 95% of the nationalised Life Insurance employees will be duly invited into the Conference. We would also request you to furnish us with a copy of your circular letter convening the Conference.

Thanking you,

Yours faithfully,

C. B. Bose
GENERAL SECRETARY.

Tele gram 'CADEU'
Phone 4580 4

CIVIL AVIATION DEPARTMENT EMPLOYEES' UNION
H. T. 16, INA COLONY, NEW DELHI-3.

Ref.No. CH./TU/1312

Dated the 10th January, 1959.

Shri G.L.Nanda,
Minister for Labour & Employment,
Government of India,
NEW DELHI.

Sub. PUBLIC SECTOR CONFERENCE.

Dear Sir,

Reference is invited to your letter No.LR-IV-19(1)/58 dated the 7th August, 1959, in which you have stated that our request has been noted.

We understand now that you have issued a circular calling for Public Sector Conference in which almost all organisations of Public Sector employees of importance have been kept out. We consider this move as both unwise and unfair.

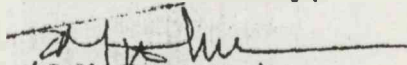
We also understand the question of holding a tripartite conference in Public Sector was discussed by some of the representatives of Central Government Employees during the 16th Indian Labour Conference with you personally and you had kindly agreed that such a conference would be arranged in which representatives from all organisations of Central Govt. employees would be allowed to participate. This move of yours has a special significance. As you are aware, the normal trade union right enjoyed by the unions under the Trade Disputes Act to go on strike has been snatched away by the promulgation of Rules 4A and 4B as amendments to the Conduct Rules in case of employees in Public Sector. It has been our bitter experience that the genuine grievances of the workers which have been put up by the union have been rejected unceremoniously and in most cases without even assigning reasons.

The workers of my Union are much agitated over the repeated rejection of their genuine demands and in the interest of workers and the government alike, some method has to be found out to mitigate the hardship. If the intention is to outlaw strike during the plan period in Public Sector, it is absolutely imperative that a suitable machinery be evolved for settling the problems of the employees. This can only be made possible if a tripartite conference and suitable agreement arrived at. In the absence of these, genuine peace in the Public Sector would be very difficult to achieve. Moreover, the question of applicability of various trade union legislation enactments, rules as far as the Public Services are concerned, has also to be determined by a joint meeting of all the parties concerned. The proposed conference without the participation of workers of the Posts & Telegraphs, Civil Aviation, Railways, Defence, C.P.W.D. Income Tax etc. will result in bypassing the most vital and major sections of the Public Sector Employees. It is needless to say that the Conference would not serve the purpose for which it is intended if these unions are kept out.

Under the circumstances, we would suggest that the proposed conference may be postponed and a fuller conference which should include the representatives of all unions and federations in the Public services, industrial and non-industrial, may be convened. This will alone fulfil the hopes and aspirations of millions of workers in the Public Sector. We are sure, you will revise your decision and include all organisations as suggested by us.

We will appreciate if you can intimate us your decision at an early date.


Yours faithfully,


(S. Madhusudan)
General Secretary.

Forwarded for info to.

Public Sector Conference
11 A.M., New Delhi, 21st
January 1959.

A G E N D A

1. Code of Discipline in Industry and the principles for recognition of trade unions.
 2. Industrial Relations in the public sector undertakings (corporations and companies).
- 

Tele gram : "CADEU"
phone : 45804

Civil Aviation Department Employees Union

H. Q. T. 16, I. N. A. COLONY, NEW DELHI - 3.

(Registered No. 166)

Ref. No.

CHQ/70/1334-35

Dated the 12th Jan., 1959

To

The Secretary,
All-India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

SUBJECT:- PUBLIC SECTOR CONFERENCE.

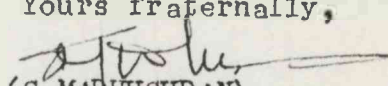
Dear Friend,

We thank you for your letter dated the
3rd January, 1959.

We entirely approve of the changes suggested by you
regarding Public Sector Conference and we herewith enclose
a copy of letter addressed to the Minister for Labour and
Employment, Govt. of India, on the subject. We will be
grateful to you if ^{you} can intimate us of any decision on the
subject conveyed to you by the Government.

With greetings,

Yours fraternally,


(S. MADHUSUDAN)
GENERAL SECRETARY.

Encl:

NATIONAL FEDERATION
OF
STATE TRANSPORT EMPLOYEES OF INDIA

President : Shri Shibban Lal Saxena, M.P.
Gen. Secy : Shri Ishar Singh

EXPRESS DELIVERY.

3/A, Asaf Ali Road,
NEW DELHI (India)

Ref. No.

Dated 12th January, 1959.

The Minister for Labour and Employment,
Government of India, New Delhi.

Re: Tripartite meet of the Public Sector on 21.1.1959.

Dear sir,

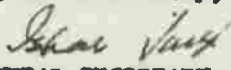
We learn that a Tripartite Conference of the Govt., Employers and the Employees ~~to be~~ engaged in the Public Sector, is being held in New Delhi on the 21st January, 1959 under your patronage.

It remains a secret as to why not this Federation has been informed of the above Conference by the Government at its own. However, we have to state that the Federation is not affiliated to any of the Central Trade Union Organisations, which are reported to represent the workers on the impending conference; As such, it will be appreciated that the transport workers in the Public Sector will go unrepresented in the said conference.

In view of the above, it is requested that this Federation may be given due representation on the said Conference and allowed to send three delegates and an equal number of observers to attend the said conference.

Since the time left is too short, we hope this will receive your personal attention and a reply sent per return of post.

Yours faithfully,


GENERAL SECRETARY.

Copy for information and necessary action to:

1. The Secretary to the Govt. of India, Ministry of Labour and Employment, New Delhi;
2. Shri Shibban Lal Saxena, M.P., President, NFSTE; and
3. All Central Trade Unions Organisations.

Immediate

GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

No. LRIV.19(3)/58. Dated New Delhi-2, the

EXPRESS LETTER

14 JAN 1959

To

The General Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.

Subject:- Public Sector Conference.

Please refer to this Ministry's letter No. LRIV.19(3)/58, dated the 24th December 1958 regarding the Public Sector Conference to be held on the 21st January 1959 and expedite your reply containing the names of Delegates and Advisers, if any.

G. Jagannathan

(G. Jagannathan)
for Deputy Secretary

CENTRAL P.W.D. WORKERS' UNION

(Registered & Recognised by the Govt. of India)

CENTRAL OFFICE

President : S. Easwara Iyer, M.P.

General Secretary : N.N. Manna

Phone : 48799
Chhai Tooti, Paharganj,
NEW DELHI-1.

Ref. No. WUC/ LR(24)/1375-29

20 JAN 1959 19

Shri Gulzari Lal Nanda,
Minister for Labour and Employment,
Government of India,
New Delhi.

Sub:- Tripartite Conference on Public Sector.

Dear Sir,

We learn that a Tripartite Conference on Public Sector has been convened by your Ministry on 21-1-1959 in New Delhi. In that meeting representatives of Central and State Governments and of Labour organisations of "Public Sector undertakings, which are run as Limited companies or corporations, excluding banks and insurance" are being called.

In this connection, we have to draw your attention to the 16th Session of the Indian Labour Conference held at Nainital in 1958, where it was assured by you that a separate Public Sector Tripartite Conference would be called.

This Conference, limited as it is to the employees of the Public Sector undertakings, which are run as Limited Companies or Corporations, excluding banks and insurance, does not fulfil that assurance. As a matter of fact, the ever ~~whim~~ ~~ing~~ ~~whelming~~ majority of public sector employees like the Railways, P.&T. Civil Aviation, C.P.W.D., Defense, etc. are not being allowed to participate in it.

Our Union, therefore records its strong protest against this, and demands that this Conference be postponed and another Conference be convened in which representatives of all Public Sector employees, like the C.P.W.D, P.&T., Railways, Defense, Civil Aviation, etc. both industrial and non-industrial, should also be called.

Yours faithfully,

Sdf

(N.N. Manna)
GENERAL SECRETARY.

Copy to:-

1. The General Secretary, All India Trade Union Congress, New Delhi.
2. The Secretary General, Confederation of Central Government Employees, New Delhi.
3. The Secretary General, Federation of P.&T. Employees, New Delhi.
4. The Secretary, D.G.C.A. Employees Union, New Delhi.

N. N. Manna
GENERAL SECRETARY.

All India Bank Employees Association

Ref. No. 59/314.

KATRA SHAHANSHAH
CHANDNI CHOWK
DELHI-6

January 20, 1959.

The General Secretary,
All India Trade Union Congress,
NEW DELHI.

Dear Comrade,

Re: Proposed Conference on Industrial Relations
in the Public Sector on January 21, 1959.

Our organisation appreciates very much the efforts made by your organisation for inclusion of Banks as well as others in the above said proposed Conference and protesting to the Government that a Conference convened merely to discuss the observance of Code of Discipline will serve no purpose if it will not discuss about the wage, service conditions, rights and privileges of the employees.

Our representatives met the Union Labour Minister Shri Gulzari Lal Bhandari on January 16, 1959 for inclusion of Banks as well in the proposed Conference. We have been told that a separate Conference of Banks and Insurance of a similar nature would also be soon convened.

We are sending you herewith a copy of letter addressed to the Union Labour Minister in this regard for your information.

Yours Comradely,

[Handwritten Signature]
General Secretary.

Encl. one only

ALL INDIA BANK EMPLOYEES ASSOCIATION

Katra Shahan Shahi,
Chandni Chowk,
DELHI-6.

59/313.

January 21, 1959.

Honourable Shri Gulzari Lal Nanda,
Minister for Labour & Employment,
Government of India,
NEW DELHI.

Dear Sir,

Re: Proposed Conference on Industrial Relations
in Public Sector on January 21, 1959.

Our representatives met you on the 16th January, 1959 and requested you to allow us the representation on the Industrial Relations Public Sector Conference to be held in New Delhi on 21st January, 1959.

You told our representatives that the said Conference would cover only employees in three factories in Bangalore, the ~~Sindri~~ Sindri Fertilisers, the Steel Plants and one or two others and that the Conference would be confined just to those employed in Public Sector undertakings which are run as limited companies or corporations.

You will please appreciate that some banks, which are state owned or taken over by the State Bank of India and also the Reserve Bank of India, whose employees are being represented by our organisation should have also been invited to the proposed Conference. There will be no good fixing up the Conferences in piece-meal because according to our information the employees of Railways, Posts and Telegraphs, Defence and Government employees in the CPWD, Civil Aviation, Income Tax, Insurance have also been excluded like the Banks.

We have been informed by your Ministry that it proposes to convene such a Conference of the Banks and Insurance at a later date.

We lodge our strong protest for exclusion of our organisation from the proposed conference.

We would further request you that the Conference of Banks and Insurance and other undertakings, when convened should not only be restricted to observance of Code of Discipline. Such a Conference must also discuss and decide the living, working conditions of the employees and their rights and privileges.

General Secretary.

Yours faithfully,

No. LR. IV. 19(2)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

From Shri Teja Singh Sahni,
Deputy Secretary to the Government of India.
To

Dated New Delhi, the

Subject:- Public Sector Conference held on the 21st January, 1959 -
list of public sector undertakings.

Sir,

In response to a suggestion made during the proceedings of the Public Sector Conference held on the 21st January 1959, the Union Labour Minister agreed to supply a list of public sector undertakings concerned with the conference. Accordingly, a list of public sector undertakings with which the Central Government is concerned is forwarded herewith. This list does not include the Bharat Electronics Limited and the Hindustan Aircraft as they were excluded from the Conference.

2. As regards a list of similar undertakings of the State Governments, the State Governments are being requested to furnish a list to this Ministry, and on receipt of the information from all States, a consolidated list will be furnished to you.

Yours faithfully,

(Teja Singh Sahni)
Deputy Secretary.

Copy, with a copy of the list, is forwarded to all State Governments and the Administrations. It is requested that a list of public sector undertakings which are run as companies or corporation with which the State Government/Administration is concerned, may kindly be forwarded to this Ministry as early as possible.

2. The Union Labour Minister also informed the Conference, with reference to a query from a representative of the Workers' Organisation, that he would try to obtain a list of local bodies functioning in each state and supply a copy to the workers' organisation and others. I am accordingly to request you to be good enough to forward to this Ministry, at an early date a list of local bodies functioning in your state/union territory.

(Teja Singh Sahni)
Deputy Secretary.

Copy, with a copy of the enclosuro, is forwarded to the Ministry of Commerce and Industry, Defence, Transport and Communications, Department of Transport, Transport and Communications, Department of Communications, Works, Housing and Supply, Irrigation and Power, Steel, Mines and Fuel, Deptt. of Mines and Fuel, Steel, Mines and Fuel, Deptt., of Iron & Steel.

(Teja Singh Sahni)
Deputy Secretary.

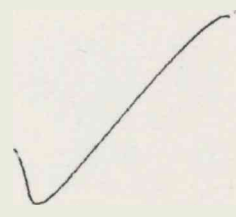
List of Public Sector Undertakings worked as Companies or Corporations (Central), which participated in the public sector Conference on 21st January, 1959.

<u>S.No.</u>	<u>Name of undertaking</u>
<u>Iron & Steel</u>	
1.	Hindustan Steel (P) Ltd. Bhilai Project.
2.	Hindustan Steel (P) Ltd. Rourkela Project
3.	Hindustan Steel (P) Ltd. Durgapur Project
4.	Nahan Foundry (P) Ltd., Nahan
<u>Engineering</u>	
5.	Heavy Electricals Ltd. Bhopal
6.	Hindustan Machine Tools Ltd., Bangalore.
7.	National Instruments (P) Ltd., Calcutta.
8.	Hindustan Cables Ltd., Burdwan.
9.	Indian Telephone Industries, Bangalore.
<u>Chemicals, Fertilisers & Pharmaceuticals</u>	
10.	Sindri Fertilisers & Chemicals (P) Ltd. Sindri
11.	Nangal Fertilisers & Chemicals (P) Mangal
12.	Hindustan Insecticides (P) Ltd. New Delhi.
13.	Hindustan Antibiotics (P) Pimpri.
14.	Hindustan Salt Co. (P) Ltd., Jaipur.
<u>Construction, Housing & Hotel.</u>	
15.	Hindustan Housing Factory, New Delhi.
16.	Asoka Hotels Ltd., New Delhi.
<u>Transport & Communications.</u>	
<u>Air Lines etc.</u>	
17.	Indian Air Lines Corporation, New Delhi.
18.	Air India International Corporation, Bombay.
<u>Shipyard.</u>	
19.	Hindustan Shipyard Ltd., Vishakhapatnam.
<u>Transport</u>	
20.	Delhi Transport Undertaking, Delhi.
<u>Irrigation & Power</u>	
21.	Damodar Valley Corporation, Calcutta.
22.	National Projects Construction Corporation (P) Ltd., New Delhi.
23.	Delhi Electricity Supply Undertaking, Delhi.
<u>Mines, Minerals and Oil.</u>	
24.	Neyveli Lignite Corporation (P) Ltd., Neyveli (Madras)
25.	Orissa Mining Corporation (P) Ltd., Bhubaneswar.
26.	National Coal Development Corporation (P) Ltd., Ranchi.
27.	National Mineral Development Corporation, New Delhi.
28.	Indian Refineries (P) Ltd., New Delhi.
<u>Ports.</u>	
29.	Calcutta Port Commissioners, Calcutta.
30.	Madras Port Trust, Madras.
31.	Bombay Port Trust, Bombay.

195

19th February, 1959

Shri Teja Singh Sahni,
Deputy Secretary to
Government of India,
Ministry of Labour & Employment,
New Delhi



Dear Sir,

You have sent us a list of undertakings in the public sector following a request made in the Public Sector Tripartite. From the list it appears, my request has not been recorded or understood properly. Your list is only of those who were invited to the Conference. But that was already there in the invitation list.

What I wanted was to know the list of all undertakings that go to make up the Public Sector as a whole. That alone can tell us what the ramifications of such a conference can or should be.

I have, therefore, to request to give in the list of all the undertakings in the public sector, with the number of workers employed, if readily available.

Yours faithfully,

(S.A. Dange) MP
General Secretary

Government of India
Ministry of Labour & Employment

7 FEB 1959

No.LR.IV-19(1)/59.

Dated New Delhi, the February, 1959.

From

Shri Toja Singh Sahni.,
Deputy Secretary to the Government of India.

To


Subject:- Conclusions/Decisions of the Public Sector
Conference (New Delhi - 21st January 1959.)

Sir,

I am directed to forward herewith a copy of a statement indicating the main conclusions/decisions of the Public Sector Conference held in New Delhi on the 21st January, 1959, for information and necessary action.

2. A summary of the proceedings will be forwarded to you shortly.

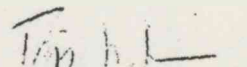
Yours faithfully,


(Toja Singh Sahni.)
Deputy Secretary,

Copy, with a copy of the enclosure is forwarded to:

Ministry of Commerce & Industry (Shri T.A.S. Balakrishnan.)
Ministry of Works, Housing & Supply. (Shri R.Ananda Krishna.)
Ministry of Irrigation & Power (Shri G.D.K-shetrapal.)
Ministry of Defence (Shri B.G.Rau.)
Department of Mines & Fuel (Shri Chandi Lal.)
Department of Iron & Steel (Shri B.C.Matnur.)
Department of Transport (Shri B.Nakul Sen.)
Department of Communications (Shri D.C.Das.)

A copy of this letter (with enclosure) is being sent directly to the representatives of the undertakings under the control of the Ministry of Commerce & Industry etc., who participated in the Conference.


(Toja Singh Sahni.)
Deputy Secretary.

...../-

Public Sector Conference (21.1.1959.)

Conclusions/Decisions of the Conference.

Item I of Agenda. Code of Discipline in Industry and the principles for recognition of Trade Unions.

The Code of Discipline in Industry with the clarifications indicated below was accepted by all concerned in its application to public sector undertakings worked as Corporations and Companies, excluding Defence undertakings, Banks and the Life Insurance Corporation which will be dealt with separately. It was appreciated that the Code is a statement of broad principles of conduct to ensure harmony which should be observed in spirit and not a legal document over the literal interpretation of which there should be legal quibbles. The clarifications were as follows:-

(1) In part II -

Item (i). The stipulation that no unilateral action should be taken in connection with an industrial matter does not mean that the management will have to be sitting in consultation with representatives of labour in regard to every little thing. It means that in things which affect the larger interests of the workers action should not be taken without notice or consultation. While it is not necessary to define precisely what is meant by an "industrial matter", the Fourth Schedule of the Industrial Disputes Act itself indicates certain broad points on which prior notice or consultation is indicated.

Item (viii). Where in an establishment there is an existing grievance procedure which ensures speedy and full investigation and settlement of grievances such procedure could be continued and it was not necessary that the Model Procedure should be substituted in their place.

(ii) In Part III -

Item (v). Where the normal existing procedures in an establishment provide for such things the existing procedures can continue.

Item (vi). This is an obligation corresponding to the obligation placed on the Unions under (vii) of Part IV under which the workers' organisations have to take action against their office bearers and members for indulging in action against the spirit of the Code. Similarly, there is an obligation on the managements to take such action as they consider appropriate against the members of their establishments who may, on enquiry, be found to have acted in violation of the spirit of this Code.

Item (vii). A Union recognised under the Code will not continue to be recognised if it violates the Code. Where the activities of an industry are spread over a wide area like the Airlines Corporation, the parties may agree upon the determination of the local area and such details for purposes of recognition. Suitable variations mutually acceptable to both parties are not ruled out.

Item II of Agenda. Industrial Relations.

(i) All the preliminary steps for creating the necessary atmosphere, and for education should be taken for the progressive introduction of the Scheme of workers participation in management in public sector undertakings.

(ii) In regard to Works Committees, the matter should be examined very carefully in the light of the suggestions made in the Conference and on the basis of the Enquiry Reports, and placed before a future Session of the Indian Labour Conference.

(iii) The next Indian Labour Conference will deal with the subject of Industrial relations, wherein all aspects of the problem would be discussed. It was agreed in principle that employers and employees in the Public Sector should be represented in the Indian Labour Conference. Details for this should be worked out.

A seminar may be held at an early date to consider the proposed Code of Efficiency and Welfare and the conclusions of the Seminar will be placed before the next Indian Labour Conference.

...

14 MAR 1959

NO.LC-1(2)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

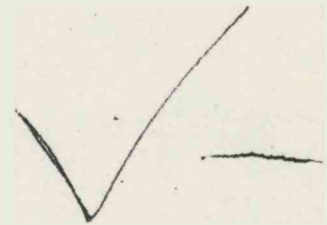
1959

From

Shri T.C.Gupta, B.A., LL.B.,
Section Officer.

To

Shri S.A. Dange,
Member of Parliament (Lok Sabha),
Parliament House,
New Delhi.



u Asoka Road

Dated New Delhi, the

Subject:- Public Sector Conference held at New Delhi
on the 21st January 1959 - T.A. Bill.

.....

Dear Sir,

I am directed to forward herewith your
Travelling Allowance Bill in (duplicate) for Rs. 421.00 NP
(Rupees four hundred and twenty - one only)

in connection with the above Conference and to
request that it may kindly be returned to this
Ministry duly signed at two places marked 'x' in
pencil. The certificate attached to the bill may
also kindly be signed and returned along with the
bill. On the original copy of the bill, signature
at one place may be affixed on a revenue stamp.

file

Yours faithfully,

T.C. Gupta
(T.C.Gupta)
Section Officer.

Encl:-T.A.bill
(In duplicate)

198

March 7, 1959

Shri T. C. Gupta,
Section Officer,
Ministry of Labour & Employment,
Government of India,
New Delhi.

Sub: T.A.Bill of Shri S.A.Dange, MP

Dear Sir,

Please refer to your letter No.
EC-1(2)/59 dated the 2nd March, 1959.

The T.A.Bill duly signed by Shri S.A.Dange,
is being sent herewith.

Yours faithfully,

Mrs. K.G. Sriwastava

(K.G.SRIWASTAVA)
SECRETARY

Encl: 1

By Hand.

No.IC.1(2)/59
Government of India
Ministry of Labour & Employment

From

Shri T.C. Gupta, B.A., LL.B.,
Section Officer.

To

Shri S.A. Dange, M.P.,
C/o Shri K.G. Srivastava, A.I.T.U.C.,
4, Ashoka Road, New Delhi.

Dated New Delhi, the

27 APR 1959

Subject:- Public Sector Conference held at New Delhi
on the 21st January 1959 - T.A. for attending the
.....

Sir,

I am directed to forward herewith a Treasury
Cheque No. A 257309, dated the 4th April 1959 for Rs.421/-
(Rupees four hundred and twenty-one only) in full payment
of your T.A. claim in connection with the above Conference.

Kindly acknowledge receipt.

Yours faithfully,


(T.C. Gupta)

Enc: Cheque for
Rs.421/-

April 8, 1959


Shri T.C.Gupta, B.A., LL.B.,
Section Officer,
Ministry of Labour & Employment,
Government of India,
New Delhi.

Sub: Public Sector Conference
held at New Delhi on 21st
January 1959 - T.A. for
attending the

Dear Sir,

This is to acknowledge receipt of your
letter No.L.C.I(2)/59 dated April 7 enclo-
sing cheque No.A 257209, dated the 4th
April 1959 for Rs.421 in payment of Shri
S.A.Dange's T.A.Bill in connection with the above
conference.

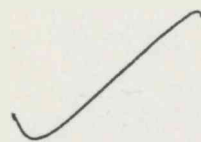
Yours faithfully,


Office Secretary

*Received by
T. K. ...*

COAL WORKERS UNION

GIRIDIH, Bihar



CHATURANAN MISRA OR SHAFIQ KHAN NOMINATED DELEGATE PUBLIC SECTOR
TRIPARTITE CONFERENCE AT NEW DELHI ON JANUARY 21 STOP WIRE
WHO WILL ATTEND AND REACH DELHI TWENTIETH EVENING

SRIWASTAVA